



Appendix H.

Position Category Description

Test and Evaluation

Typical Duties: Plan, monitor, and conduct T&E of prototype, new, or modified weapon systems, equipment or materiel; analyze, assess, and evaluate test data and results; prepare assessments of test data and test results, and write reports of findings. Work typically includes the following:

- a. Modify, adapt, tailor, or extend standard T&E guides, precedents, criteria, methods, and techniques.
- b. Categorize test data, equipment, materiel, or system deficiencies.
- c. Design and use new test equipment, procedures, and approaches.
- d. Certify equipment, materiel or system readiness for operational testing.
- e. Conduct and evaluate and/or analyze test results.
- f. Perform staff assignments such as technical consultant, planner, evaluator-advisor, and/or coordinator in a T&E organization.
- g. Monitor related activities at contractor facilities.
- h. Writing, editing and staffing a Test and Evaluation Master Plan.

Typical Career Codes¹

<u>Civilian Series²</u>	<u>Army AOC</u>	<u>Navy AQD</u>	<u>Air Force AFSC</u>	<u>Marine Corm MOS</u>
08XX, 13XX, and 15XX	51, 53B, and 53C	AT (Any AQD beginning with AT)	11AQ, 12AQ, 12BQ, 12FQ, 12KQ, 13BQ, 22XX, 33SX, 615X, 62EX, and 63AX	6005 and 96XX

office Location: Individuals involved in T&E are typically found at the test centers and ranges, responsible for performing developmental testing, supporting operational T&E and supporting in-service engineering with the Tri-services and several Defense Agencies. In the Services, the people are concentrated at Major Range and Test Facility Base activities and program offices. Staff positions in T&E are found in systems command HQs, warfare centers, Service staffs, PEO offices, the DLA, and the OSD. To a lesser degree, they are also located in the laboratory activities of the Services.

¹The above listed Civilian occupational Series and Military Specialties are typically required for various T&E positions. This is not an exhaustive list, nor are all personnel in those job series necessarily engaged in acquisition T&E.
²In addition to the codes listed, any position classified by using the "OPM Factor Evaluation System Grade Level Guide for Test and Evaluation in Engineering and Science Occupations," (reference (v)) is included.

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Career Path Test and Evaluation

Level and/or Typical, Grade	Typical Assignments	Experience	Education	Training ³
Level I GS-5 through GS-9 O-1 through O-3	Data analyst Specialist-in-training Equipment anti/or material evaluator Engineer-in-training Assistant test designer	Mandatory: One year of acquisition experience	Mandatory: ² Baccalaureate degree with 24 semester hours, or equivalent, in physical science, mathematics, chemistry, engineering, physics, operations research, or a related field	Mandatory: One basic (Level I) DAU course in systems acquisition management Mandatory: One basic (Level I) DAU acquisition course in T&E

¹T&E evaluation experience, or experience with a technical orientation in an acquisition position is preferred.

²Exception: Any employee who, on October 1, 1991, had at least 10-years of experience in acquisition positions, is not required to have a baccalaureate degree.

³Refer to the current edition of the OUSD(A&T) DAU Catalog (reference (o)) for a list of mandatory and desired courses and approved equivalences that can be used to meet the training standards for that career field.



Career Path Test and Evaluation

Level and/or Typical Grade	Typical Assignments	Experience	Education	Training
Level II GS-9 through GS-13 O-3 through O-4	Branch head Section head Technologist Area specialist Senior tester Senior evaluator Test designer	<p>Mandatory: Two years of acquisition experience of which at least 1 year is T&E experience</p> <p>Desired: An additional 2 years of acquisition experience of which 1 year is T&E experience</p>	<p>Mandatory: Level I education requirements</p> <p>Desired: Masters degree in physical science, mathematics, chemistry, engineering, physics, operations research, or a related field</p> <p>Desired: Two 3 CEU¹ technical courses in a T&E specialty area</p> <p>Desired: See career path note below</p>	<p>Mandatory:² One intermediate (Level II) DAU course in systems acquisition management</p> <p>Mandatory:² One intermediate (Level II) DAU course in T&E</p>
<p>Career path note: On achieving Level II or III, an individual should plan on meeting the criteria for the Acquisition Corps. Criteria for selection into the Acquisition Corps for civilian personnel includes serving in a position graded GS- 13, and above and in the case of officers includes serving in the grade of O-4, and above. Criteria further include: (1) Four years acquisition experience; (2) A baccalaureate degree or certification by an ACPB; and (3a) At least 24 semester credit hours from among the following disciplines: accounting, business finance, law, contracts, purchasing, economics, industrial management, marketing, quantitative methods, organization and management or, (3b) At least 24 semester credit hours in the individual's career field and 12 semester hours or equivalent training in the disciplines listed above; or, (3c) Pass an equivalency exams.</p>				
<p>¹One CEU is equivalent to 10 hours of instruction. (See Definitions.)</p> <p>²Refer to current edition of the OUSD(A&T) DAU Catalog (reference (e)) for a list of mandatory and desired courses and approved equivalences that can be used to meet the training standards for this career field.</p> <p>³See Appendix M for specific requirements for Acquisition Corps admission. Credit by examination is directed by 10 U.S.C. 1732(c) and covered in DoD Instruction 5000.58 (references (d) and (g)).</p>				

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Career Path Test and Evaluation

Level and/or Typical Grade	Typical Assignments	Experience¹	Education	Training
Level III GS-13, and a b o v e 0-4, and above	Division head Department head Senior technologist HQ director Small facility technical director HQ branch head T&E director Section head	<p>Mandatory: Four years of acquisition experience of which at least 2 years is T&E experience</p> <p>Desired: Four additional years of acquisition experience of which at least 2 years is T&E experience</p>	<p>Mandatory: Level I education requirements</p> <p>Desired Level II desired education plus 1 additional 3 CEU² technical course in a test and evaluation specialty</p> <p>Desired: (1) At least 12 semester credit hours from among the following disciplines: accounting, business finance, law, contracts, purchasing, economics, industrial management, marketing, business quantitative methods, organization and management</p>	<p>Mandatory:³ One advanced (Level III) DAU course in T&E</p>

¹A General, Flag officer, or, SES must have at least 10-years experience in acquisition positions. At least 4 years of that experience must have been performed while assigned to a CAP. (See Appendix M.)
²One CEU is equivalent to 10 hours of instruction. (See Definitions.)
³Refer to current edition of the OUSD(A&T) DAU Catalog (reference (o)) for a list of mandatory and desired courses and approved equivalences that can be used to meet the training standards for that career field.

Career path note: CAPS may only be filled by members of the Acquisition Corps.

